

# PERFORMANCE MANAGEMENT



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**Basics of Performance Management – Concept, essence, scope, need for performance management as a system, principles, PM vs. PA, performance management process, performance management and strategic planning linkages, performance and potential management**

### **Unit-II**

**Measuring Performance – Managing for results, managing behaviour, managing competencies, conducting performance reviews**

### **Unit-III**

**Designing and Implementing Performance Management Process – Performance Planning, defining objectives and performance standards, defining capability requirements, performance management system implementation, automation of performance management process, legal requirements**

### **Unit-IV**

**Key Issues – 360o feedback, feedback, counseling and coaching, strategy maps and balance score card, management team performance, managing organizational performance, performance management and pay, performance management training, evaluating performance management**

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